



STATE OF CALIFORNIA
OFFICE OF THE ADJUTANT GENERAL
STATE MILITARY RESERVE
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ARNOLD SCHWARZENEGGER
Governor

Commit the Reserve

CASR-P

1 June 2005

**PERSONNEL POLICY BULLETIN 05-01
WARRANT OFFICER CANDIDATE PROGRAM**

Effective 1 June 2005

1. HQ, CA SMR recognizes a professional and consistent program for the appointment of individuals as Warrant Officers is very important to the CA SMR's efforts in support of the California National Guard.
2. The purpose of the Personnel Policy Bulletin is to clarify various matters related to the programs and procedures for the accession of Warrant Officers to the CA SMR through a Warrant Officer Candidate Program.
3. As used in this Personnel Policy Bulletin, the Major Subordinate Commands (MSCs) of the CA SMR are (1) Installation Support Group, (2) 40th Division Support Brigade, (3) 100th Troop Command Support Brigade, (4) OTAG Support Group, (5) California Center for Military History, and (6) HQ, CA SMR.
4. Effective with the issuance of this Personnel Policy Bulletin, the individuals will not be appointed as Warrant Officers in the CA SMR unless they either:
 - a. Are former Warrant Officers of the U.S. Armed Services, or
 - b. Have completed the CA SMR Warrant Officer Candidate Program
5. The CA SMR Warrant Officer Candidate Program (WOCP) will consist of the completion of the following programs of instruction:
 - a. Basic Orientation Course (BOC)
 - b. Warrant Officer Candidate School (WOC)
 - c. Warrant Officer Technical Certification Course (WOTCC)
6. Current enlisted members of the CA SMR may apply for admission to the WOCP at any time. Individuals must have at least three years of civilian and/or military experience in the feeder MOS/occupation that pertains to the Warrant Officer specialty that they wish to enter.
7. Individuals that are not currently enlisted members of the CA SMR, may apply for membership in the CA SMR with concurrent admission to the WOCP. If selected for the

WOCP program, the individual will be enlisted as a Sergeant (E-5) or at the individuals appropriate former federal service enlisted grade, and appointed as a WOC.

8. At the current time, the only Warrant Officer Specialties that will exist in the CA SMR are: (1) Personnel/Administrative, (2) Maintenance, (3) Supply, (4) Intelligence, (5) Communications, (6) Legal Administration, (7) Utilities Operation and Maintenance Technician, (8) Network Management Technician, (9) Information Systems Technician, and (10) Historian.

9. Personnel selected for the program will be promoted to the grade of Sergeant (E-5) at the time of selection and will wear the "WOC" insignia in lieu of any rank insignia. Personnel that currently hold the rank of Sergeant (E-5) or above will retain that rank for pay purposes.

10. All WOCs will be slotted by the appropriate MSC in an authorized position in a unit TDA for which the authorized grade is Warrant Officer.

11. Upon completion of the WOCS, individuals will be appointed as WO1's and will have one year to complete the WOTCC. Failure to complete the WOTCC will result in the individual's appointment being revoked and the individual will revert to their enlisted grade prior to selection to the WOCP.

12. This Policy Bulletin supersedes any previous bulletins or policy announcements on the matters covered herein and will be incorporated into the next revisions of appropriate regulations.

13. Questions regarding this Policy Bulletin may be directed to the undersigned at HQ, CA SMR, ATTN: CASR-P.

FOR THE COMMANDING GENERAL:

EMORY R. CLIFTON
COL, GS, CA SMR
Director of Personnel